



Hourly Employee Sentiment

Annual Survey Results 2020

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Executive Summary

The Annual Workforce Sentiment Survey conducted by Greene-Group gives insight into the current status of America's hourly workers during today's pandemic.

KEY FINDINGS:

- 30% of hourly workers cannot return to scheduled hourly shifts because of new family responsibilities driven by the pandemic
- 75% of hourly workers want/need flexibility in their job
- The ability for workers to choose when and how much they work surpassed preference for the type of work by 20-basis points
- 70% want the ability to utilize technology (e.g.: a mobile app) to schedule their shifts

- Almost 1 out of 5 workers reported that 10-12 hour shifts would be extremely or very unattractive as a result of additional responsibilities due to Covid-19

IMPLICATIONS:

The post-pandemic world will require companies to innovate and significantly adapt to a new way of doing business; including their approach in attracting & retaining workers. Forward-thinking leaders should develop new, agile work models to ensure business continuity moving forward.

THE DATA:

22 multiple-choice questions fielded via online survey between May 14-18, 2020. 901 surveys completed; US census-balanced and screened hourly workers; 95% (+/-5%) confidence rate.

COVID-19 Impact on Workers

As the virus escalated, hourly workers experienced devastating consequences on their livelihood

42%

say their hours & pay were reduced by 50% or more

25%

report their job was completely eliminated

Received Government Assistance

Result

Yes	14%
No	73%
<i>Applied but did not receive</i>	13%

30%

Post Covid-19 30% of workers can't return to work because of new family responsibilities

The extraordinary constraints and disruption of day-to-day activities due to Covid-19 have thrust families into challenges they could never have envisioned; such as home schooling and caring for high-risk family members.

Companies are struggling to attract, retain, and meet the needs of today's hourly workers. To be competitive, companies should consider restructuring hourly shifts, using technology to virtually recruit & onboard, and adopting more agile labor models that are resilient during a crisis.



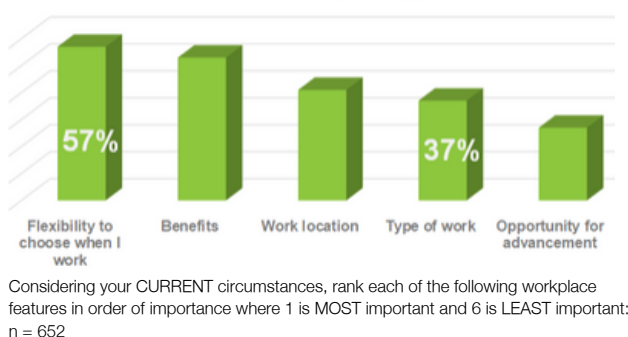
What Hourly Employees Want

Autonomy Leads to Making A Difference

A 2018 Harvard Business Review study found that employees who felt a greater sense of autonomy believed their job had meaning, delivered them a sense of competency, and reinforced a belief that they could make a difference at work. Providing workers the ability to self-select their work shifts can be a valuable part of this equation. Greene Group's survey shows 70% of respondents found it extremely or very attractive to use an app-based technology to self-select their shifts.



"When I Work" Eclipses Type of Work



During this pandemic, a one-size-fits-all approach to the 8-hour work day will no longer deliver the human resources needed to keep production lines and companies in business. Covid-19 has placed more demands on an employee's time. If organizations can ensure flexibility via shorter shifts and give employees a voice in selecting which shifts will fit within the new constraints of their lives,

they will succeed. In fact, 3 out of 4 hourly workers say they are likely or very likely to return to work if their workplace offered a way to do this. Additionally, almost 1 out of 5 workers say 10-12 hour shifts are extremely or very unattractive to them at this time.

The data suggest we are witnessing the beginnings of a drastic restructuring within the workplace. As with any seismic shift, this change has the potential to catapult forward-thinking companies ahead of competitors - if they quickly embrace and adapt their operational models.

MyWorkChoice builds localized communities of highly productive, engaged, W-2 employees, transforming the way companies meet their hourly workforce needs. Through an easy to use mobile app, MyWorkChoice embraces flexibility by empowering workers to design their own schedule, creating a culture of performance and accountability evidenced by fill rates averaging above 95%. For warehousing, manufacturing, distribution and call center companies, MyWorkChoice is the dependable, all-in-one hourly workforce solution that scales alongside business needs.

For more information, please visit www.myworkchoice.com. Companies that are ready to make the shift and realize the benefits of fully engaging their hourly workforce should contact info@myworkchoice.com for more information.

